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# **Your chance to #BeHere4Qld**

**Thank you for your interest in joining Queensland’s largest and most diverse workforce – the Queensland Government. Our employees provide essential services across 4000+ locations in Australia’s most geographically diverse state.**

We are passionate about making Queensland better through what we do and supporting our employees to create the career and life that is right for them. We work together to deliver public services, including health, education, transport, infrastructure, police and emergency services, environment and science, tourism, and community services.

We are looking for driven and innovative graduates with the skills to make Queensland even better. Our graduate programs provide valuable learning and development opportunities across various agencies, focus areas and disciplines all while making a positive impact across Queensland.

We are committed to building an inclusive and diverse workforce that reflects the community we serve. Submit your interest today and join a workplace where your diversity and individuality are valued.

**This graduate information pack includes information about:**

* the application process
* eligibility requirements
* documents to be submitted as part of the expression of interest
* the benefits of working for the Queensland Government.

**Are you ready to #BeHere4Qld?**

# **Applying for a Queensland Government graduate position**

1. **Create a Smart jobs profile**

To submit your interest in our Queensland Government graduate programs, you must first create a profile on the Queensland Government job board, Smart jobs. This profile will allow you to submit an expression of interest (EOI) for our graduate programs as well as apply for any role within the Queensland public sector. You can also set up a ‘job alert’ to receive an email notification for any new job ads that have been posted the day before.

1. **Complete the online graduate programs expression of interest form**

If you are eligible to apply for the EOI, you will need to provide your contact details, resume and most recent qualification information. This allows us to notify you via email when a program that may interest you is accepting applications. When submitting your interest via the EOI, you will only need to include your resume. You do not need to submit a separate cover letter or academic transcript at this stage.

This is an expression of interest only. You will only be considered for a graduate position once you have completed the application process for the graduate program/s you are interested in.

Our graduate programs recruit at various times throughout the year. Submit your interest early to ensure you are notified when programs are recruiting during 2024. For more information about our graduate programs, including their recruitment dates, visit the [Queensland Government graduate portal.](https://www.qld.gov.au/jobs/graduate-portal/graduate-programs)

The Queensland Government is committed to building an inclusive and diverse workforce and we encourage people of different backgrounds, experiences, and abilities to apply.

1. **Apply for Queensland Government graduate programs**

We will notify you via email when graduate programs begin recruiting. You will be directed to their job advertisement where you can begin filling out your application.

Each program will have their own application requirements. These may include:

* your current resume
* academic transcript (actual or unofficial)
* cover letter
* written response document
* if you are a Visa holder and have the right to work in Australia, a Visa Entitlement Verification Online (VEVO) report
* if you completed your degree overseas, an assessment from the [Overseas qualifications unit](https://desbt.qld.gov.au/training/training-careers/osqrecognition).

Please include any diversity information or support and accessibility adjustments you require in your application so graduate program coordinators are aware and can accommodate you. You can contact graduate program coordinators at any point in the process to talk about your support and accessibility needs.

For any updates or feedback on your application, please reach out to the contact person listed for the program you applied for.

1. **Participate in assessment**

If a graduate program wishes to progress your application, you may be invited to participate in an assessment process. Each graduate program has a separate assessment process. This means you may participate in different assessment processes for different graduate programs.

Assessment may include:

* psychometric assessment (personality, values or cognitive)
* interviews (online or face to face). Video and telephone options are available if you live regionally, remotely, or outside of Queensland
* assessment centres (virtual or face to face).

As part of the selection process, you will need to complete relevant employment checks, including a criminal history check.

**Candidates with disability**

The Queensland Government is committed to supporting candidates with disability who may need modifications during the assessment stage. Program coordinators will work with you to ensure you receive any support or accessibility adjustments during assessment. Examples of adjustments include:

* additional time
* different test formats
* quiet spaces
* accessible locations
* adaptive technology and much more.

1. **Accept your offer**

If you are successful, you will be notified by the graduate program coordinators and provided all the information you need to prepare for your program. We can’t wait for you to #BeHere4QLD and start making a difference to the people and communities of Queensland!

# **Graduate program eligibility**

To apply for our graduate programs, you must meet all the following eligibility requirements:

* hold Australian citizenship, or reside in Australia and have permission, under a Commonwealth law, to work in Australia. For more information visit [Department of Home Affairs](https://immi.homeaffairs.gov.au/),
* have completed your university degree in 2023, be due to graduate in 2024 or due to graduate before February 2025, and
* have a university undergraduate or postgraduate degree in a relevant discipline.

# **Documents to be submitted as part of the EOI**

Documents to be submitted include:

* your current resume

# **Rewards and benefits**

Our graduate programs aim to unleash potential and fast-track careers. After completing your graduate journey with us, you will have gained the practical skills and knowledge to feel empowered for your future in government.

As a Queensland Government graduate, you will:

**Be the difference** – by contributing to exciting projects that make a difference to the people and communities of Queensland.

**Be challenged** – with development opportunities to fast-track your career and build transferable skills for the future.

**Be rewarded** – with competitive pay, conditions, health and wellbeing benefits and development opportunities.

**Be balanced** – with access to contemporary work practices and flexible work options to achieve a healthy work-life blend.

**Be you** – with an organisation committed to diversity and inclusion. We want you to bring your authentic self to the role. Find out more about our [inclusion and diversity commitment](https://au.gradconnection.com/track-link/4aaeb9be-ce0a-4b04-a382-a49d8a3f46a3/).

Find out more about the [benefits of joining the Queensland Government](https://www.forgov.qld.gov.au/employment-policy-career-and-wellbeing/pay-benefits-and-leave).

**For more information, visit the** [**Queensland Government graduate portal**](https://www.qld.gov.au/jobs/graduate-portal/graduate-programs) **or contact** [graduates@psc.qld.gov.au](mailto:graduates@psc.qld.gov.au)